

Clerk of the Superior Court
By T. Automation , Deputy Clerk

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Attorneys for Plaintiffs

SUPERIOR COURT OF CALIFORNIA, COUNTY OF SAN DIEGO

CIVIL UNLIMITED DIVISION

RUTH JOY SEGOVIA; FARANAK
KIANFAR; DIEMVY PHAM; LISA
MATHEWS FITZGIBBONS; CYNTHIA
GUERRERO; and RENE AMEL PERALTA;
as individuals, on behalf of others similarly
situated, and on behalf other aggrieved
employees pursuant to the California Private
Attorneys General Act,

Plaintiffs,

vs.

ARTEMIS HEADLANDS, LLC, a
Delaware corporation; MAURO
ORMEDILLA, an individual; and DOES 1
through 25, inclusive,

Defendants.

CASE NO. 24CU020914C

**DECLARATION OF DIEMVY PHAM IN
SUPPORT OF MOTION AND MOTION
FOR PRELIMINARY APPROVAL OF
CLASS AND PAGA SETTLEMENT**

*Assigned for All Purposes to Dept. C-75
Hon. James Mangione*

Date: January 23, 2026
Time: 9:00 a.m.
Dept: C-75

I DIEMVY PHAM, hereby state and declare as follows:

1. I am over the age of eighteen, a Plaintiff in both my capacity as an individual, and on behalf of the State of California as a private attorney general. I submit this declaration in support of the Motion for Preliminary Approval of Class Settlement, in support of my application for a representative enhancement award.

**DECLARATION OF DIEMVY PHAM IN SUPPORT OF MOTION AND MOTION
FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**

1 6. Based on the foregoing violations, and after discussing these issues with Plaintiff Ruth
2 Joy Segovia, I retained the law firm of Nevels Nichols, LLP, which has experience litigating
3 class actions and claims arising under the California Labor Code. I have no personal or familial
4 relationship with my attorneys or any officer of the Court. I am not involved in litigation against
5 any member of the class, and my attorneys do not represent me in any capacity other than in
6 connection with this action.

7 7. I agreed to serve as a representative Plaintiff in this action for the benefit of myself and
8 other current and former non-exempt employees who worked for Artemis Headlands because I
9 believed that Artemis Headlands violated our labor rights. Specifically, I believe Artemis
10 Headlands failed to pay all wages owed for all hours worked and failed to compensate employees
11 at the proper rates.

12 8. This action was filed on October 31, 2024, after I contacted counsel to seek legal
13 assistance regarding my employment with Artemis Headlands, following discussions with
14 Plaintiff Ruth Joy Segovia. My attorneys informed me that this case includes claims brought
15 under the Private Attorneys General Act (“PAGA”) based on a PAGA notice submitted on my
16 behalf, and I am serving as a PAGA representative in this action. Prior to the filing of the
17 complaint, I communicated with my attorneys regarding Artemis Headlands’ policies and
18 practices and assisted in their investigation by providing documents, answering questions, and
19 coordinating with other representatives. Throughout the litigation, I maintained communication
20 with my attorneys, who were available to address my questions and concerns.

21 9. I understood that by bringing this action in a representative capacity, I was seeking
22 recovery not only for myself but also for other current and former employees who worked for
23 Artemis Headlands in California. I believed that many employees were either unaware of their
24 rights or reluctant to assert them due to fear of retaliation or the burden of pursuing litigation. I
25 therefore devoted significant time to assisting with discovery-related matters in this case.

26 10. I made myself available to participate in mediation on May 20, 2025, before Judge Cole.
27 That mediation did not result in a settlement because Artemis Headlands failed to provide
28 accurate and current sampling information, which prevented productive settlement discussions.

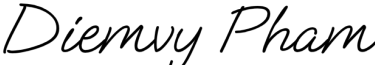
**DECLARATION OF DIEMVY PHAM IN SUPPORT OF MOTION AND MOTION
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1 I again made myself available on August 14, 2025, for a second mediation before mediator Kelly
2 Knight, at which time the parties reached a settlement. I discussed the settlement terms with my
3 attorneys and understood that I was acting on behalf of absent aggrieved employees. I sought the
4 best possible outcome for the class and believe that the settlement reached provides a favorable
5 and reasonable resolution. I reviewed and signed the formal settlement agreement on December
6 8, 2025.

7 11. I actively participated in this representative action by remaining in contact with my
8 attorneys and devoting substantial time to discovery and mediation efforts. Although I did not
9 maintain contemporaneous time records, I estimate that I spent approximately ten (10) to twenty
10 (20) hours working on this case to date, with the understanding that additional time may be
11 required in the future. I believe I have satisfied my responsibilities as a representative Plaintiff
12 and will continue to act diligently and in the best interests of the class.

13 12. In light of the time and effort I devoted to this litigation, the risks associated with bringing
14 claims against a former employer, the potential impact on my future employment prospects, the
15 general release provided as part of the settlement, and the overall size of the settlement, I believe
16 that a representative service award of five thousand dollars (\$5,000.00) is fair and reasonable. I
17 also believe that the individual twenty-thousand dollar (\$20,000.00) payment to Plaintiff Ruth
18 Joy Segovia for her individual Retaliation claim is both fair and reasonable.

19
20 I declare under penalty of perjury under the laws of the State of California that the
21 foregoing is true and correct. Executed on December Dec 30, 2025, 2025, at San Diego,
22 California.

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25 DIEMVY PHAM
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**DECLARATION OF DIEMVY PHAM IN SUPPORT OF MOTION AND MOTION
FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**

PROOF OF SERVICE

I, the undersigned, declare that I am over the age of eighteen years and not a party to the case. My business address is 10650 Treena Street, Suite 212, San Diego, California 92131. On Tuesday, December 30, 2025, I served a copy of the following documents:

- **NOTICE OF MOTION AND MOTION FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**
- **MEMORANDUM OF POINTS AND AUTHORITIES FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**
- **DECLARATION OF BROOKE B. NEVELS IN SUPPORT OF MOTION AND MOTION FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**
- **[PROPOSED] ORDER GRANTING PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**
- **DECLARATION OF RUTH JOY SEGOVIA IN SUPPORT OF MOTION AND MOTION FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**
- **DECLARATION OF RENE AMEL PERALTA IN SUPPORT OF MOTION AND MOTION FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**
- **DECLARATION OF CYNTHIA GUERRERO IN SUPPORT OF MOTION AND MOTION FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**
- **DECLARATION OF LISA FITZGIBBONS IN SUPPORT OF MOTION AND MOTION FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**
- **DECLARATION OF FARANAK KIANFAR IN SUPPORT OF MOTION AND MOTION FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**
- **DECLARATION OF DIEMVY PHAM IN SUPPORT OF MOTION AND MOTION FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**
- **DECLARATION OF LISA MULLINS IN SUPPORT OF MOTION AND MOTION FOR PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**

☒ **By Electronic Service:** Based on a court order, Code of Civil Procedure Section 1010.6 and California Rules of Court Rule 2.251, or an agreement of the parties to accept electronic service. I caused the above documents to be sent to the person(s) at the e-mail address(es) set forth below.

☐ **By Mail:** I placed the envelope for collection and mailing at the address(es) below, following our ordinary business practices. I am readily familiar with this firm's business practice for collecting and processing correspondence for mailing, on the same day that correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service, in a sealed envelope with postage fully prepaid. I am a resident or

employed in the county where the mailing occurred. The envelope or package was placed in the mail at San Diego, California.

James C. Fessenden
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Attorneys for Defendants

I declare under penalty of perjury under the laws of the State of California that the above is true and correct. Executed on Tuesday, December 30, 2025, at San Diego, California.



RAHA RAZAVI